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23 FEB 1965

MEMORANDUM FOR: Participants in the Executive Seminar

SUBJECT : Request for Critique

1. Now that you have had a little time to think about the Seminar of 7 - 12 February, some formal "feed-back" is needed. If you will follow the attached outline, the correlation of all views will be made easier.

2. Please send your critique directly to Mr. Kirkpatrick. It should reach him no later than 5 March. A copy should be sent to the Director of Training.

STATINTL

Chief/Management Training Faculty,  
IS/TR

Attachment: ASA

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SUGGESTED OUTLINE FOR COMMENTS  
ON EXECUTIVE SEMINAR

I. Method and Content of the one-week Seminar (7-12 February 1965)

1. To what extent do you now accept the course content and philosophy (e.g., the Grid framework, team effectiveness, confrontation)?
2. To what extent do you endorse the training method?
3. What modifications of method or content do you suggest (e.g., change of emphasis; adjustment of pre-work; pace; stress)?
4. Do you feel that class and team discussion of Agency management problems is appropriate during this week? What change would you suggest?
5. How do you feel about the use of outside consultants?
6. Would some other approach (either in content or in method) be more acceptable to you personally? If so, what?

II. Personal Benefit

7. Do you feel that you derived significant personal benefit from the Seminar? If so, what (e.g., clarified issues; useful concepts; attitude change)? If not, why not?
8. Do you see any way of applying this Seminar experience to your own job? What steps, if any, are you thinking of taking?
9. How could this Seminar have been of more benefit to you personally?

III. Appropriateness of this Seminar for Others

10. Do you believe this one-week Seminar would be of substantial benefit to others in your component? To selected individuals or specified levels only? To every manager and supervisor? Why?
11. Would you prefer some other approach to management improvement in your area of responsibility? If so, what type and for whom?
12. Would you recommend a repetition of this Seminar for the same level of official next May? If so, how should the participants be selected?

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IV. Organizational Development

13. Do you accept the validity of the concept of "organizational development?" Do you see the additional phases of the Grid Program as the answer to this concept? Would you want your unit trained in Phases I and II?
14. At this point, what action do you now believe the Agency should take in regard to the Managerial Grid Program, considering what you know about it, about other programs, and about components' and Agency needs in this area?

V. Additional Comment

15. Please add any impressions, reservations, and hopes not previously covered.

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